

# M E E T I N G

## **HECB ADVISORY COUNCIL**

**June 22, 2006**

**10:00 a.m. - 2:00 p.m.**

**College Center Building, Multi-purpose Room**

**Pierce College**

**1601 39<sup>th</sup> Avenue SE, Puyallup**

### ***ENHANCING DIVERSITY IN HIGHER EDUCATION***

#### **AGENDA**

- 1. Conducting a System-wide Audit**
- 2. Undergraduate Students**
- 3. Graduate and Professional Students**
- 4. Faculty**
- 5. Administrators**
- 6. Campus Climate**
- 7. Teaching, Learning and the Curriculum**
- 8. Making A Difference**

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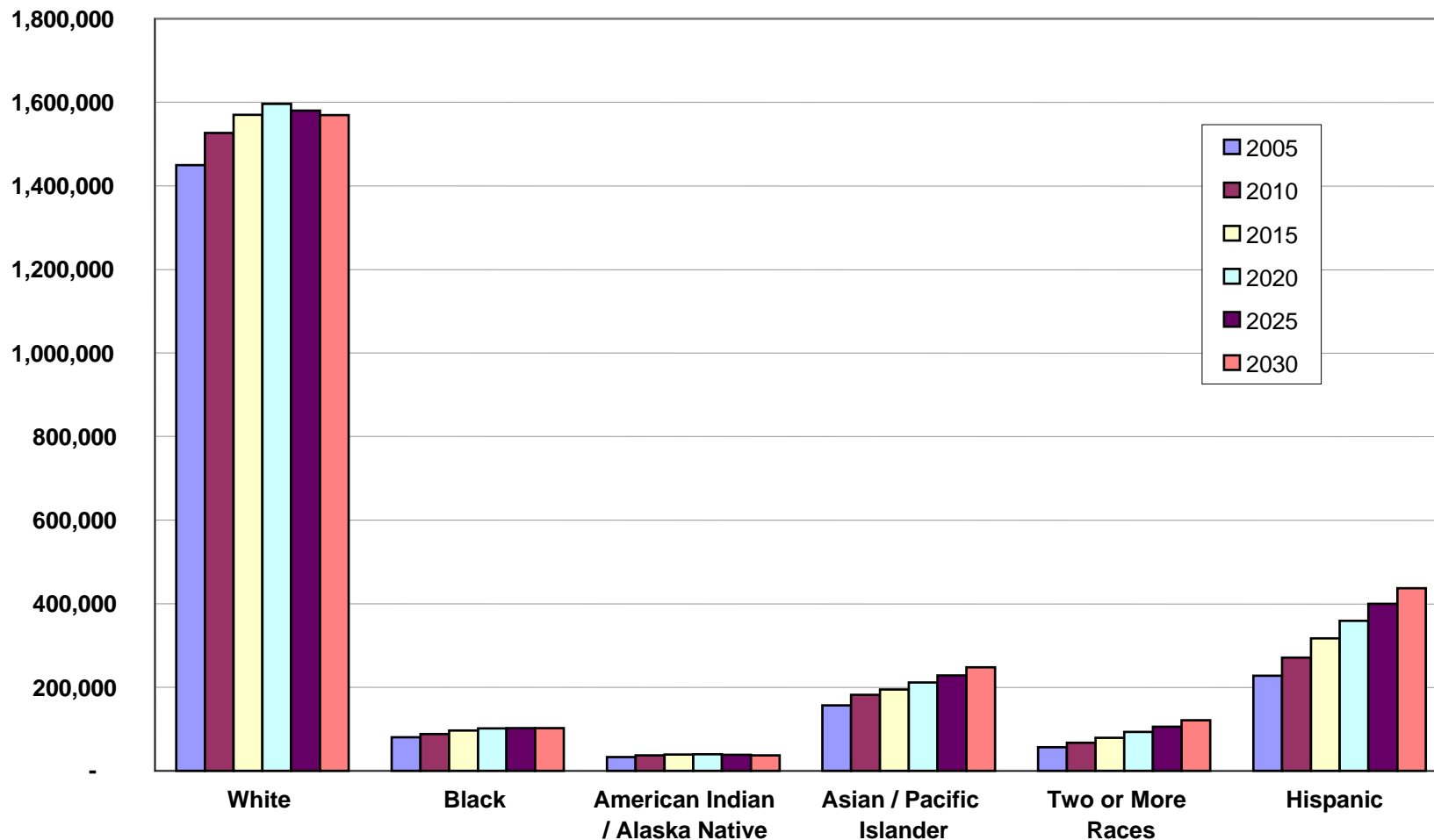
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# **Diversity Presentation**

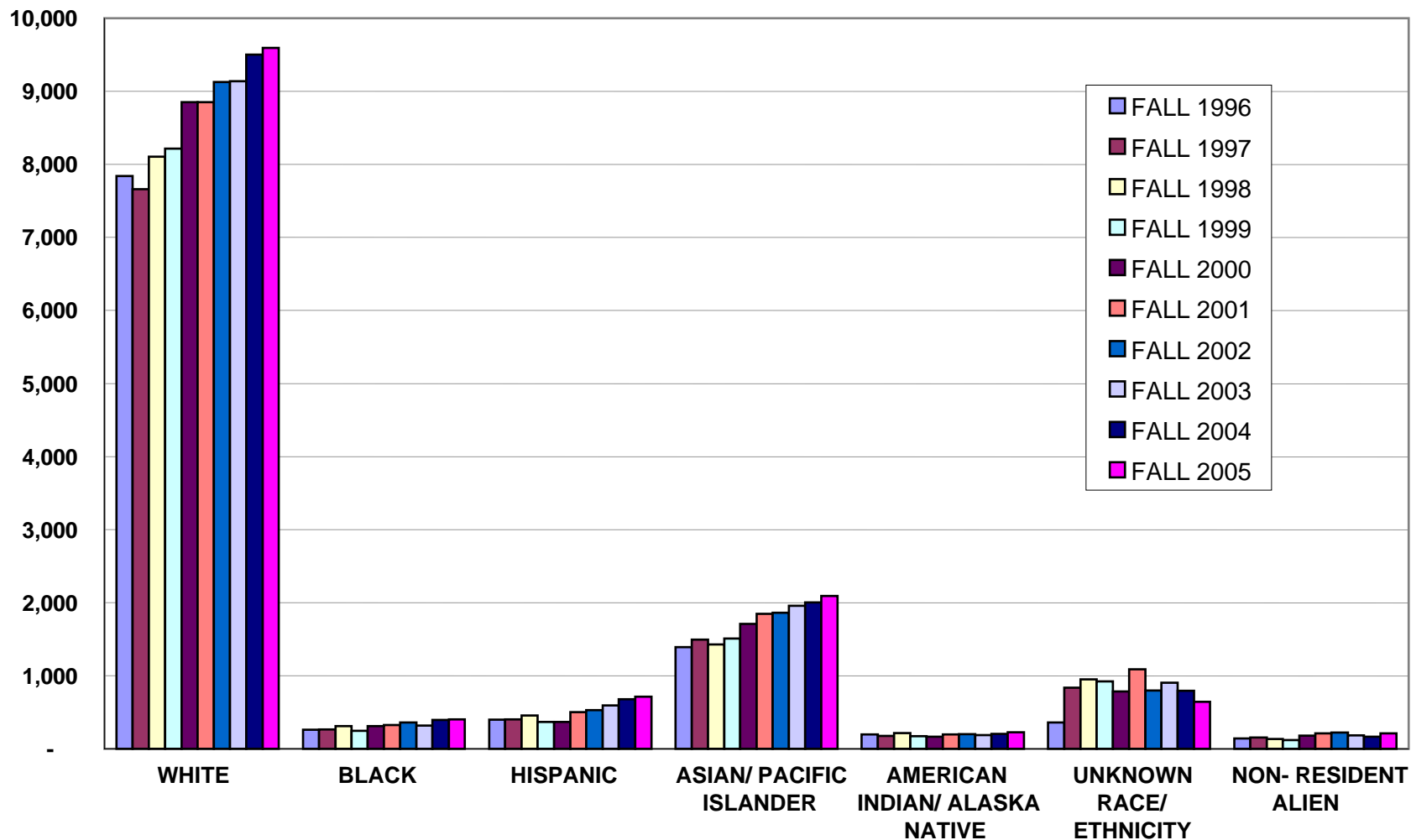
**June 22, 2006**

## Population in Washington: Ages 17-39 Projected Increases by Race / Ethnicity by five-year increments: 2005 to 2030



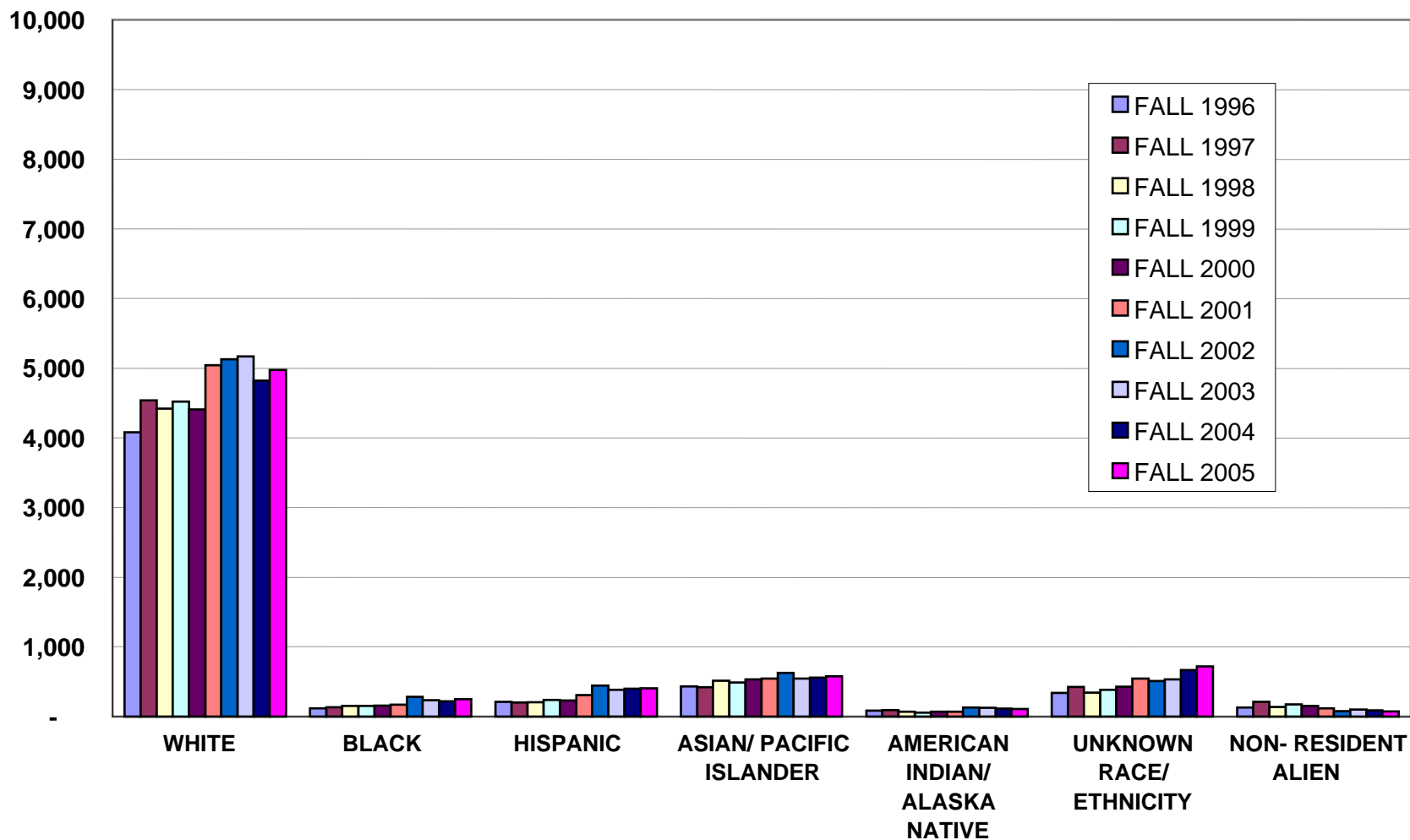
Source: Office of Financial Management

## Public Four-Year First-Time Degree-Seeking Undergraduates (headcount)



Source: IPEDS

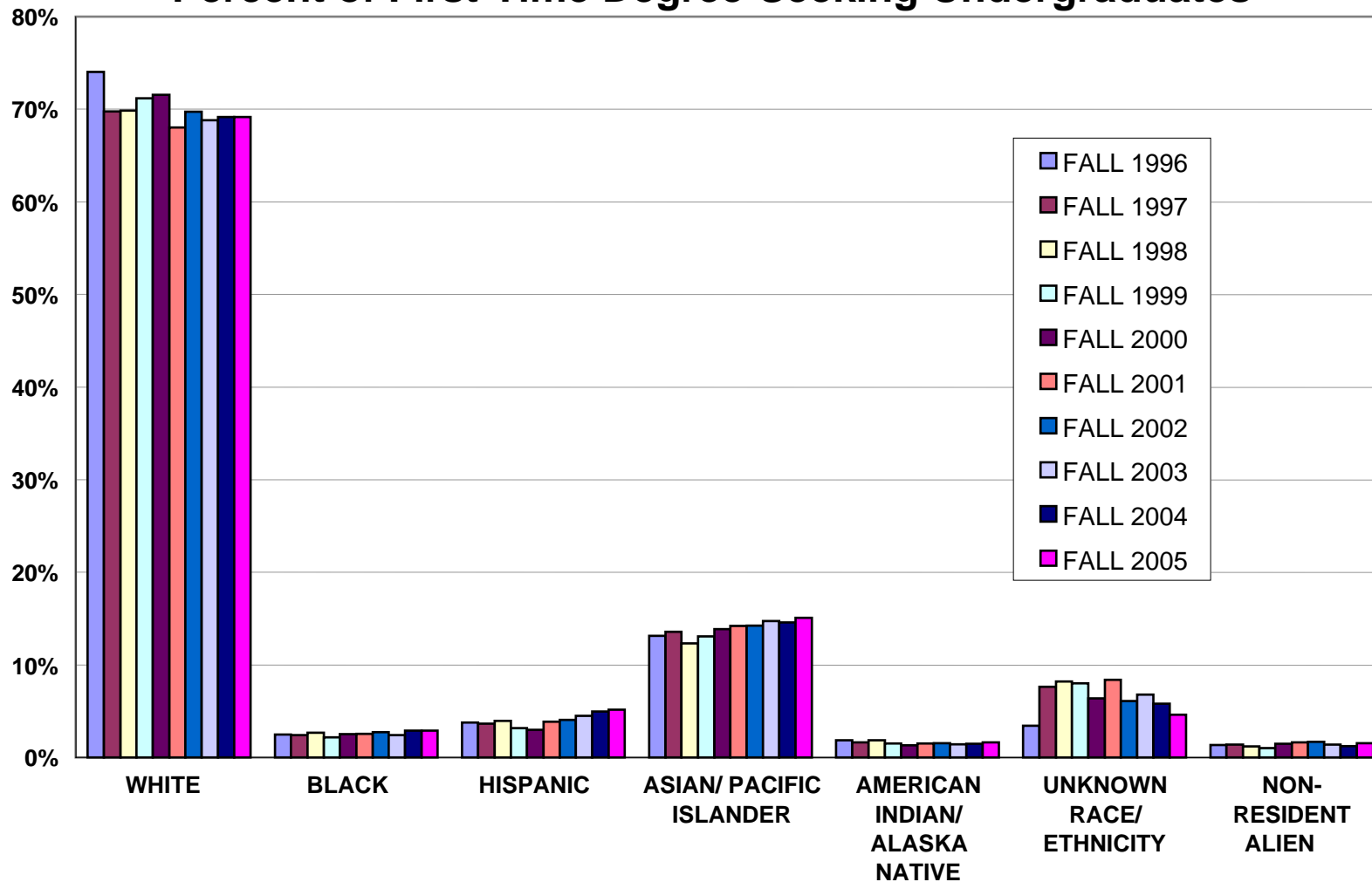
## Private Four-Year First-Time Degree-Seeking Undergraduates (Headcount)



Source: IPEDS

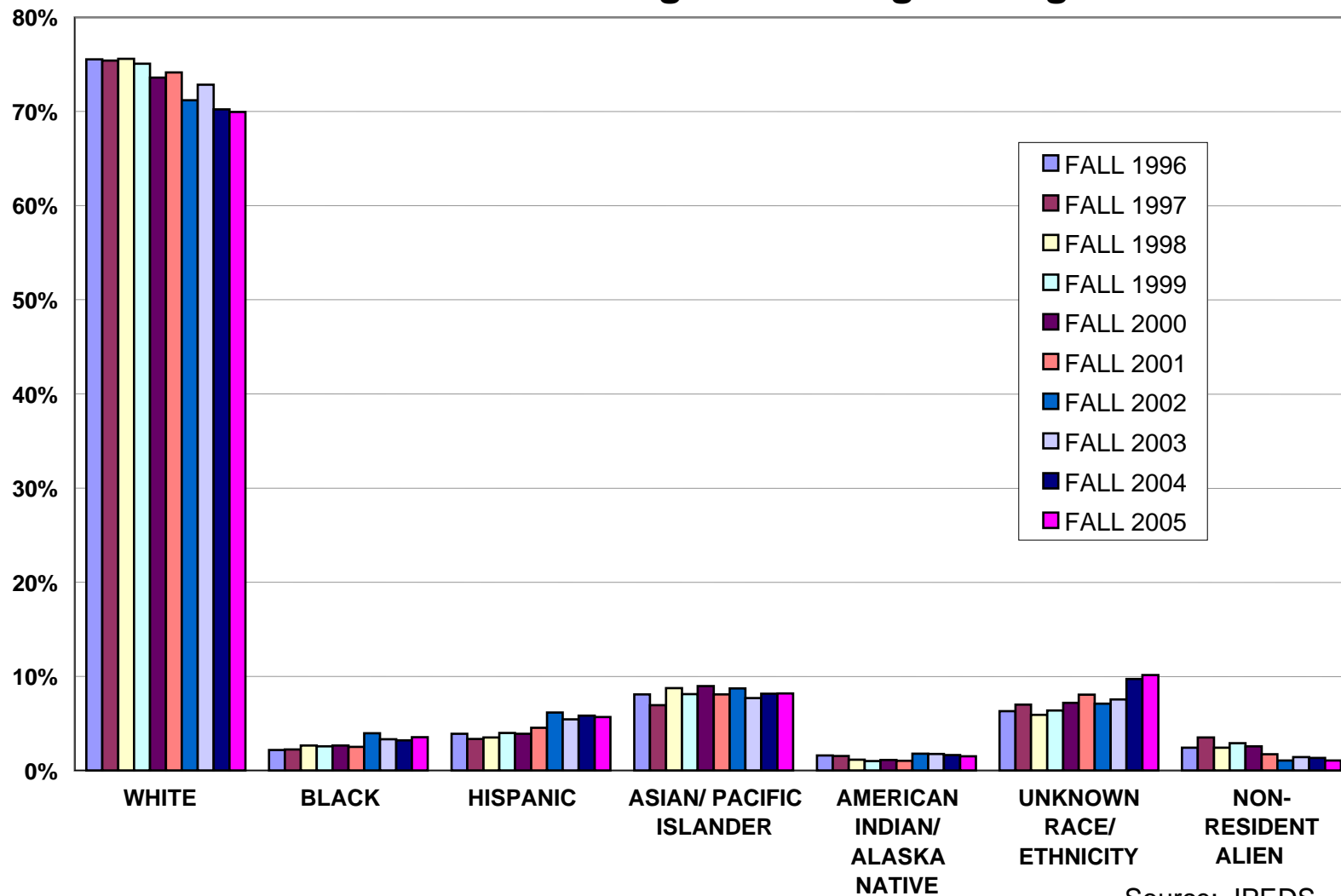
## Public Four-Year

### Percent of First-Time Degree-Seeking Undergraduates



Source: IPEDS

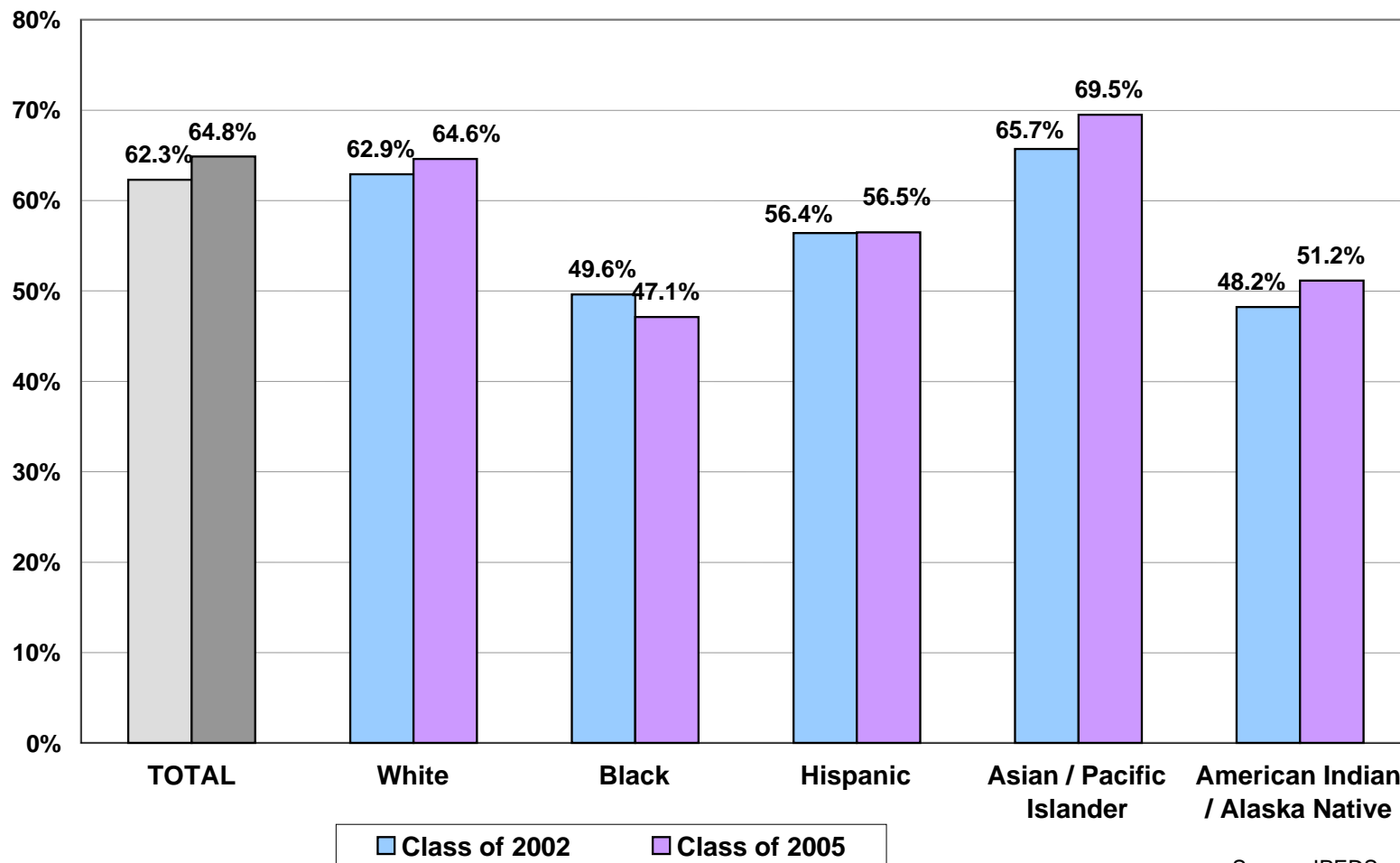
## Private Four-Year Percent of First-Time Degree-Seeking Undergraduates



Source: IPEDS



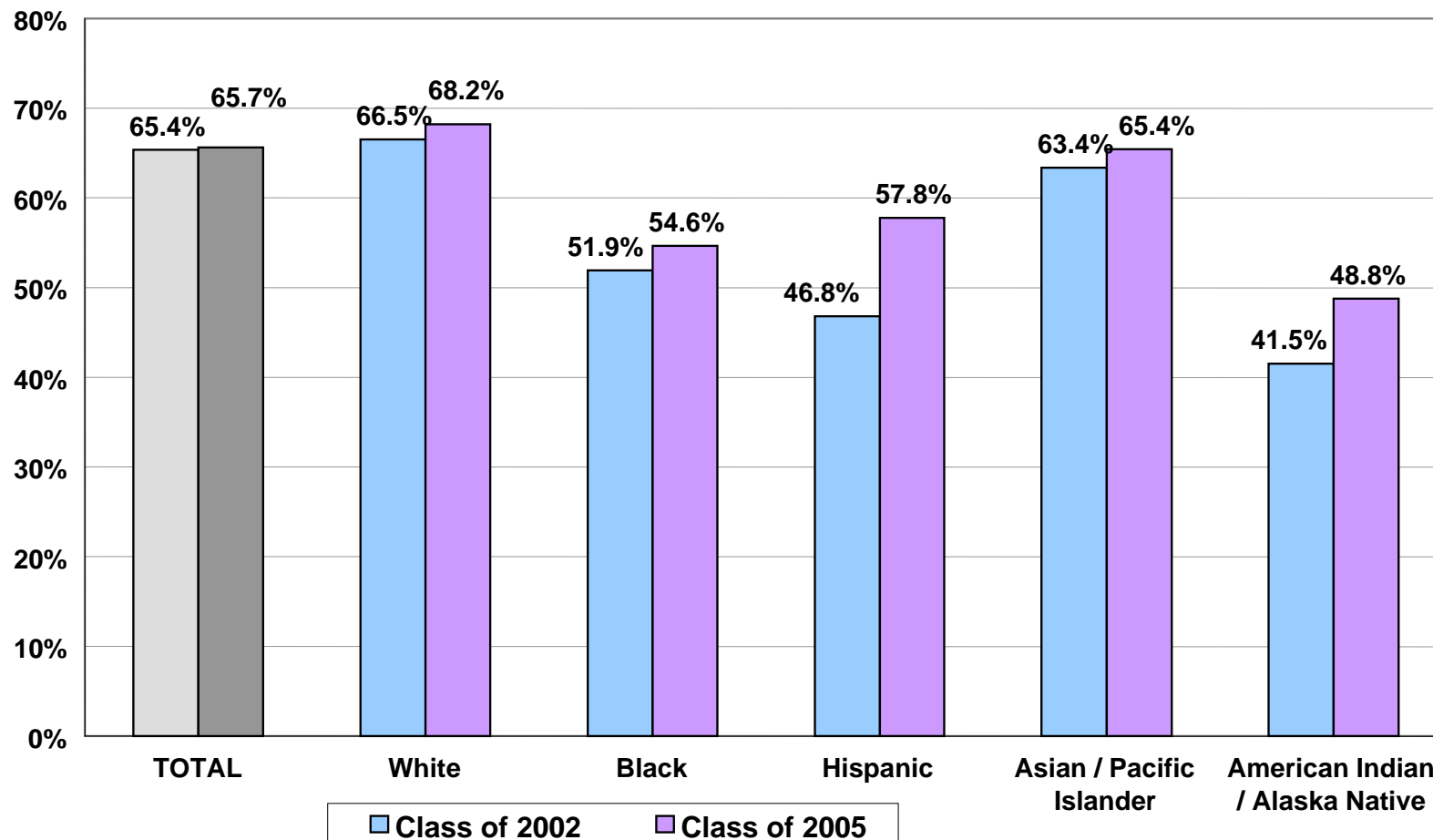
## Graduation Rates: Public Four-Year Institutions Selected Years: 2002 and 2005



Source: IPEDS

Note: Data represent those who started as full-time degree-seeking undergraduates and finished within 150% of normal program length at the same institution.

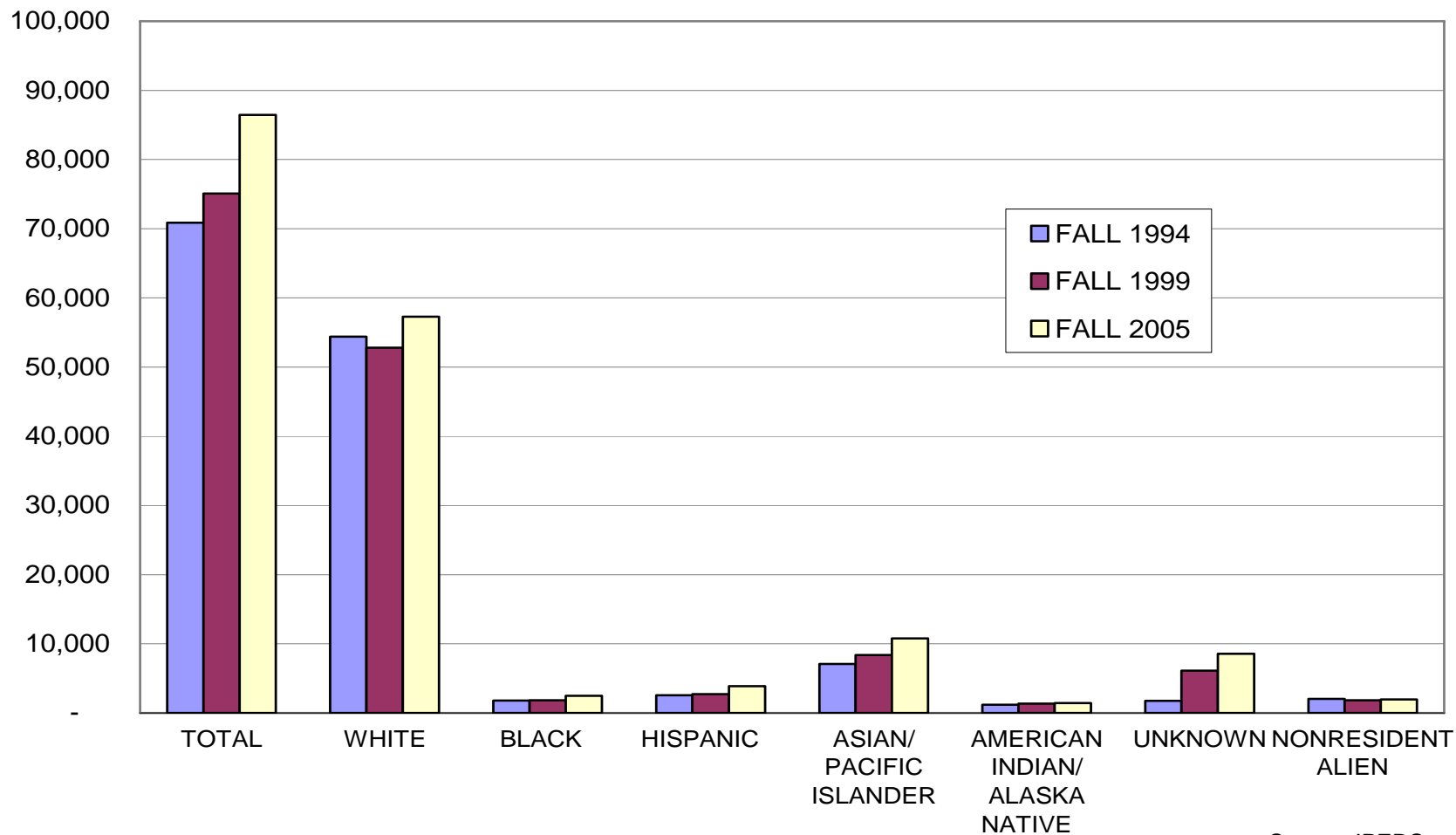
## Graduation Rates: Private Four-Year Institutions Selected Years: 2002 and 2005



Source: IPEDS

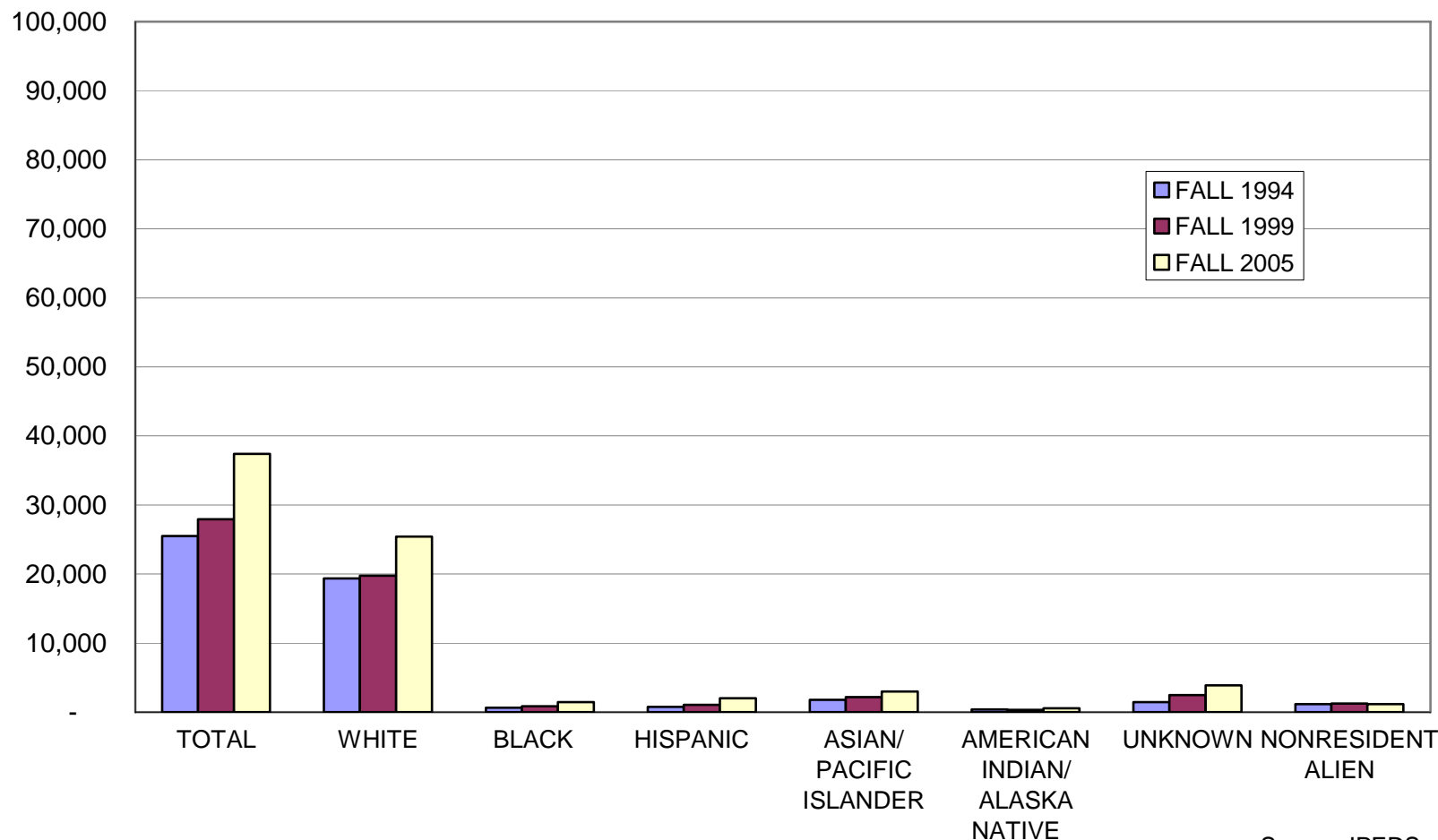
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## Public Four-Year Total Undergraduate Enrollments: Selected Years



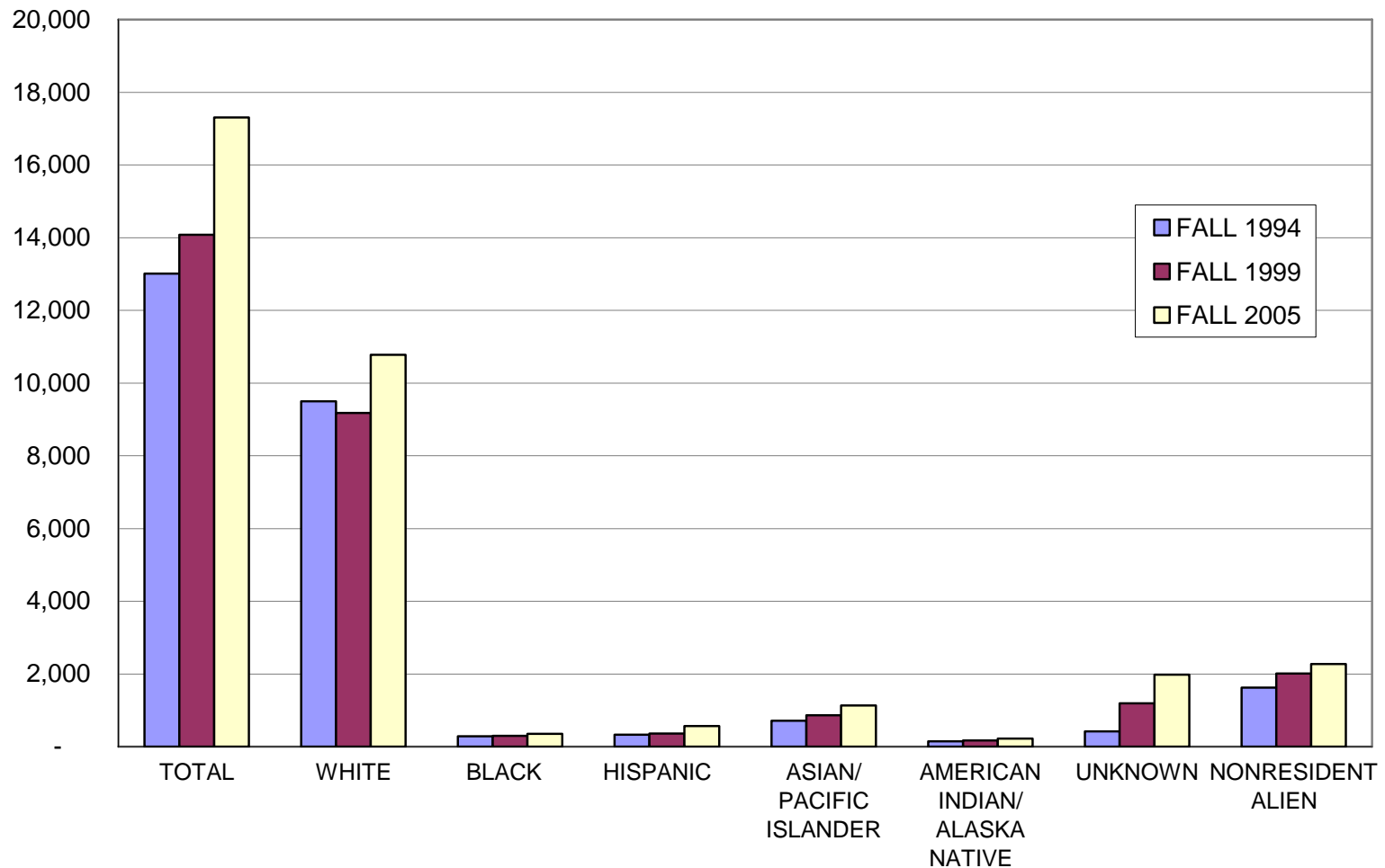
Source: IPEDS

## Private Four-Year Total Undergraduate Enrollments: Selected Years



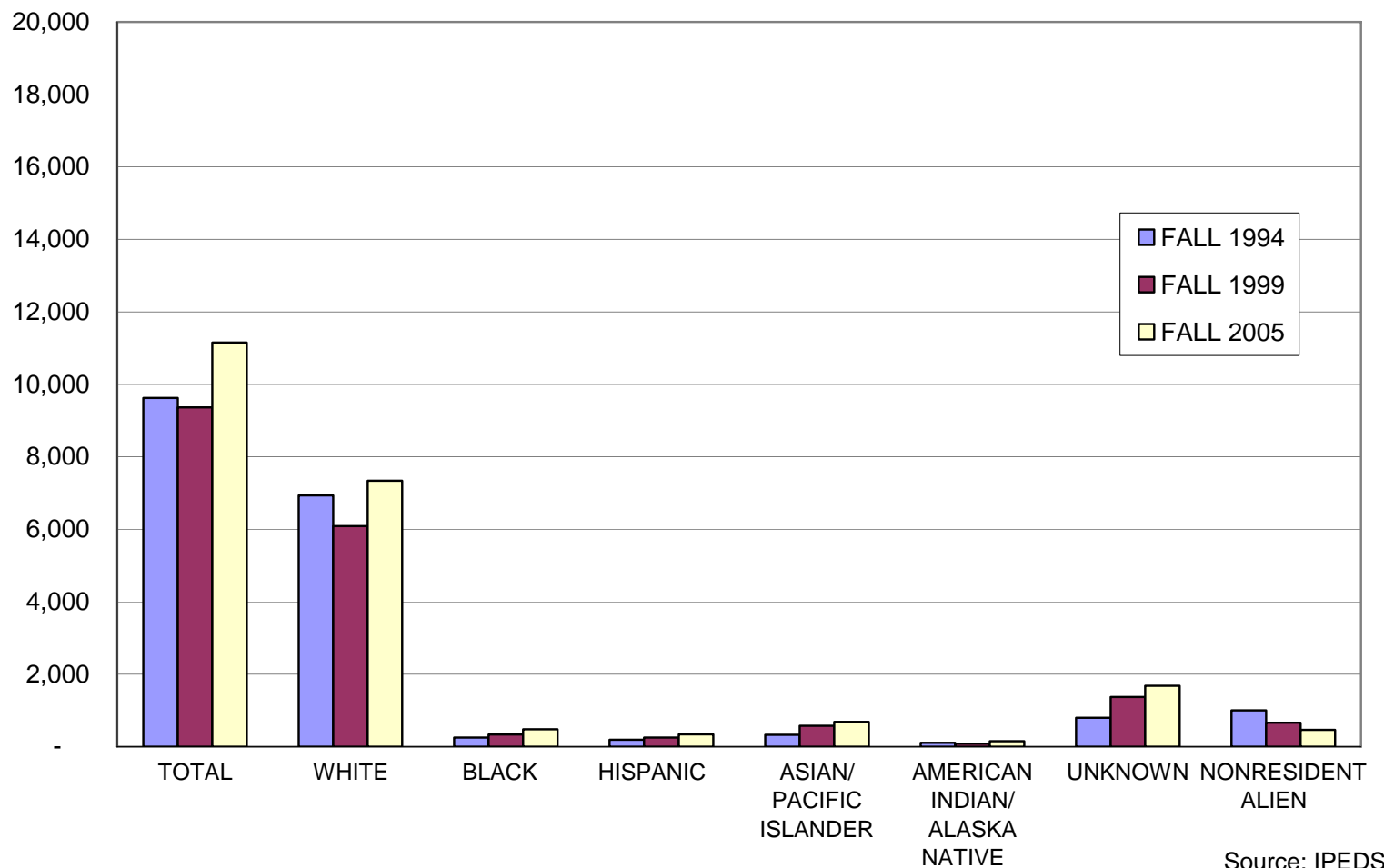
Source: IPEDS

## Public Four-Year Total Graduate Enrollments: Selected Years



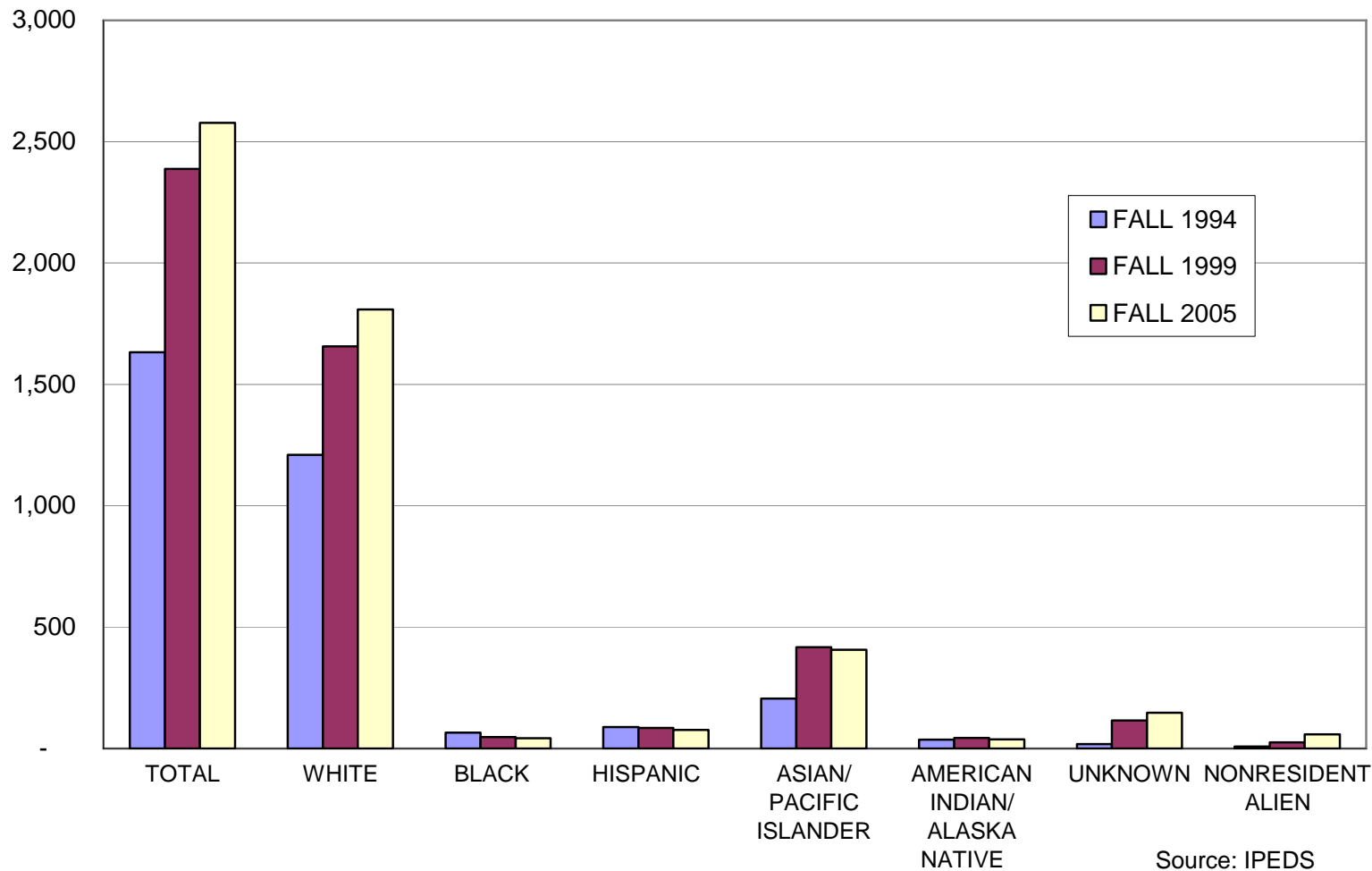
Source: IPEDS

## Private Four-Year Total Graduate Enrollments: Selected Years

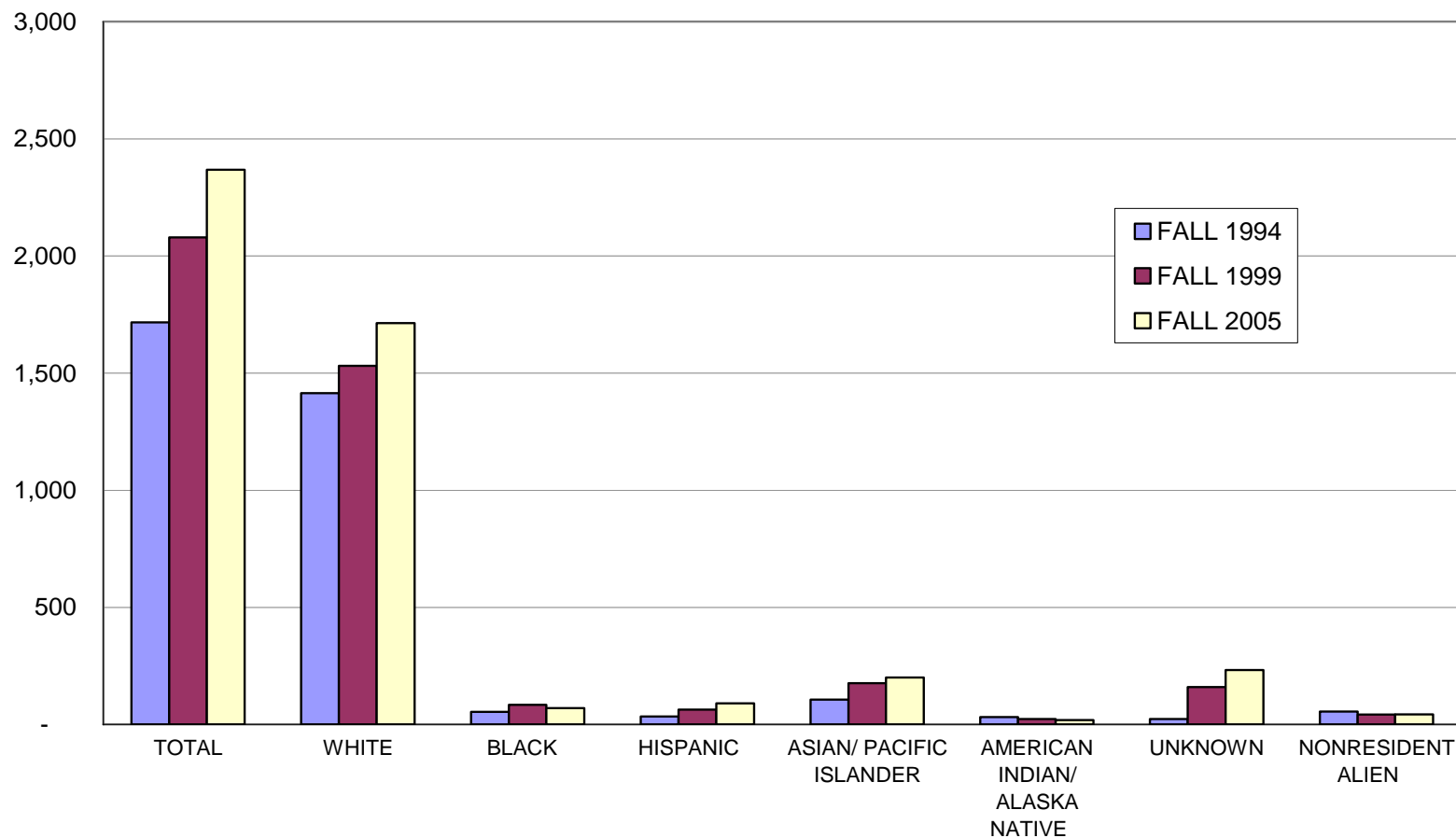


Source: IPEDS

## Public Four-Year Total Professional Enrollments: Selected Years



## Private Four-Year Total Professional Enrollments: Selected Years

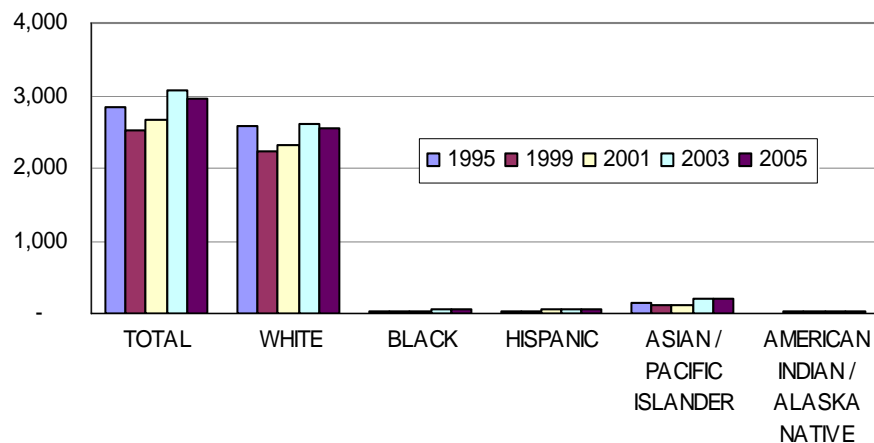


Source: IPEDS

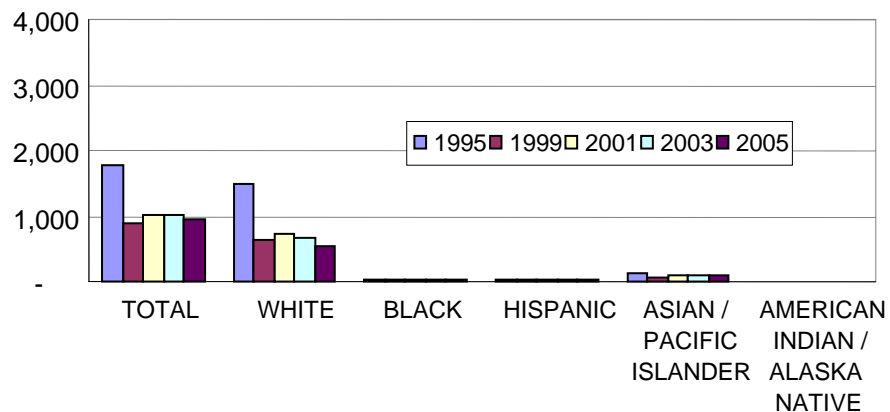


# Public Four-Year: Faculty by Tenure Status

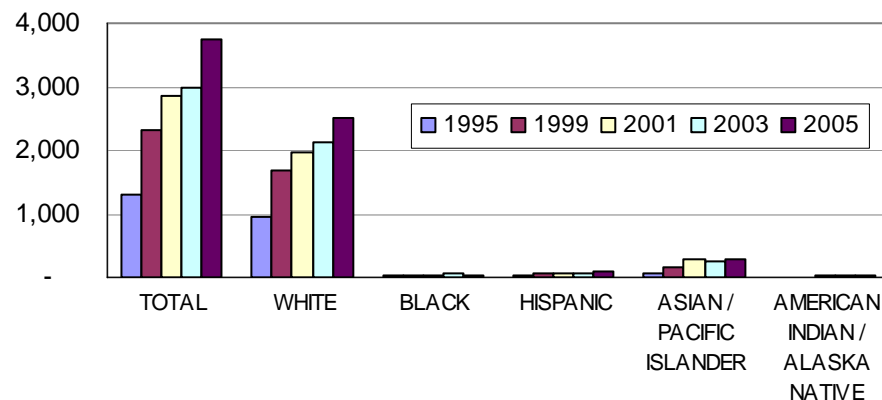
**Faculty with Tenure**



**Faculty on Tenure Track**



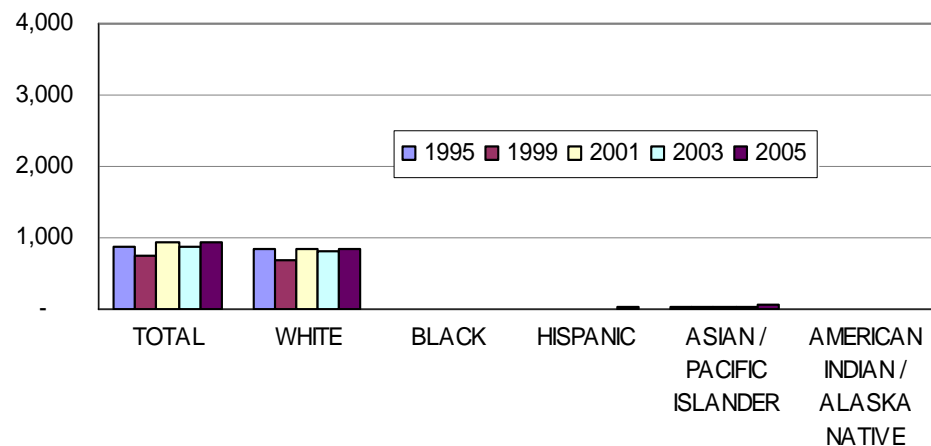
**Faculty Not on Tenure Track (non-tenured)**



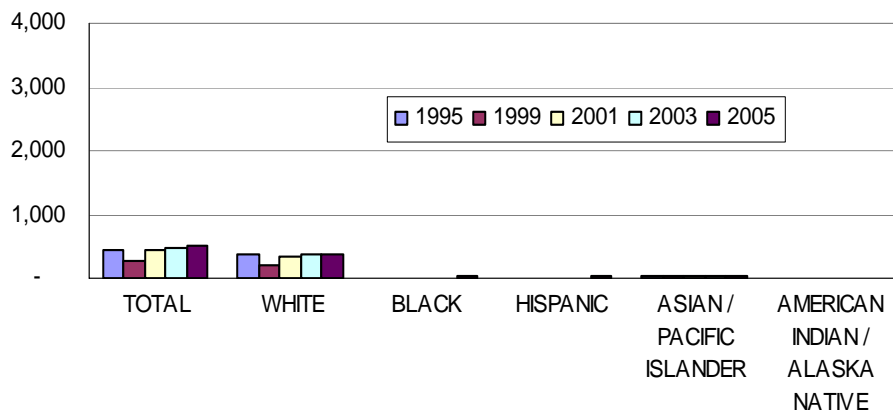
Source: IPEDS

# Private Four-Year: Faculty by Tenure Status

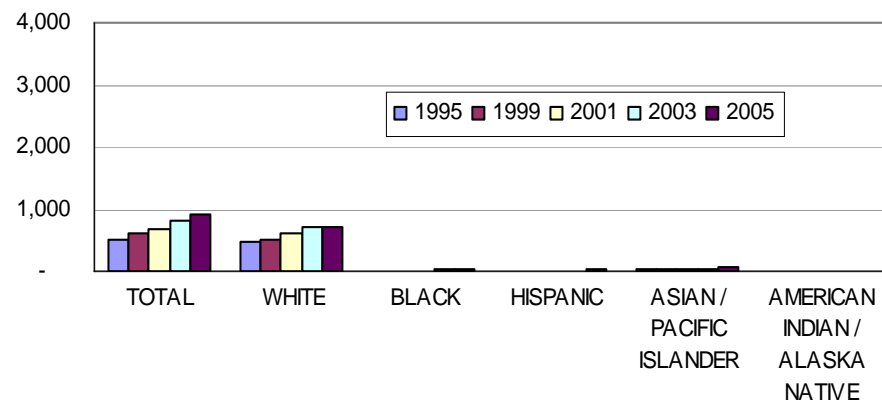
**Faculty with Tenure**



**Faculty on Tenure Track**



**Faculty Not on Tenure Track (non-tenured)**



Source: IPEDS

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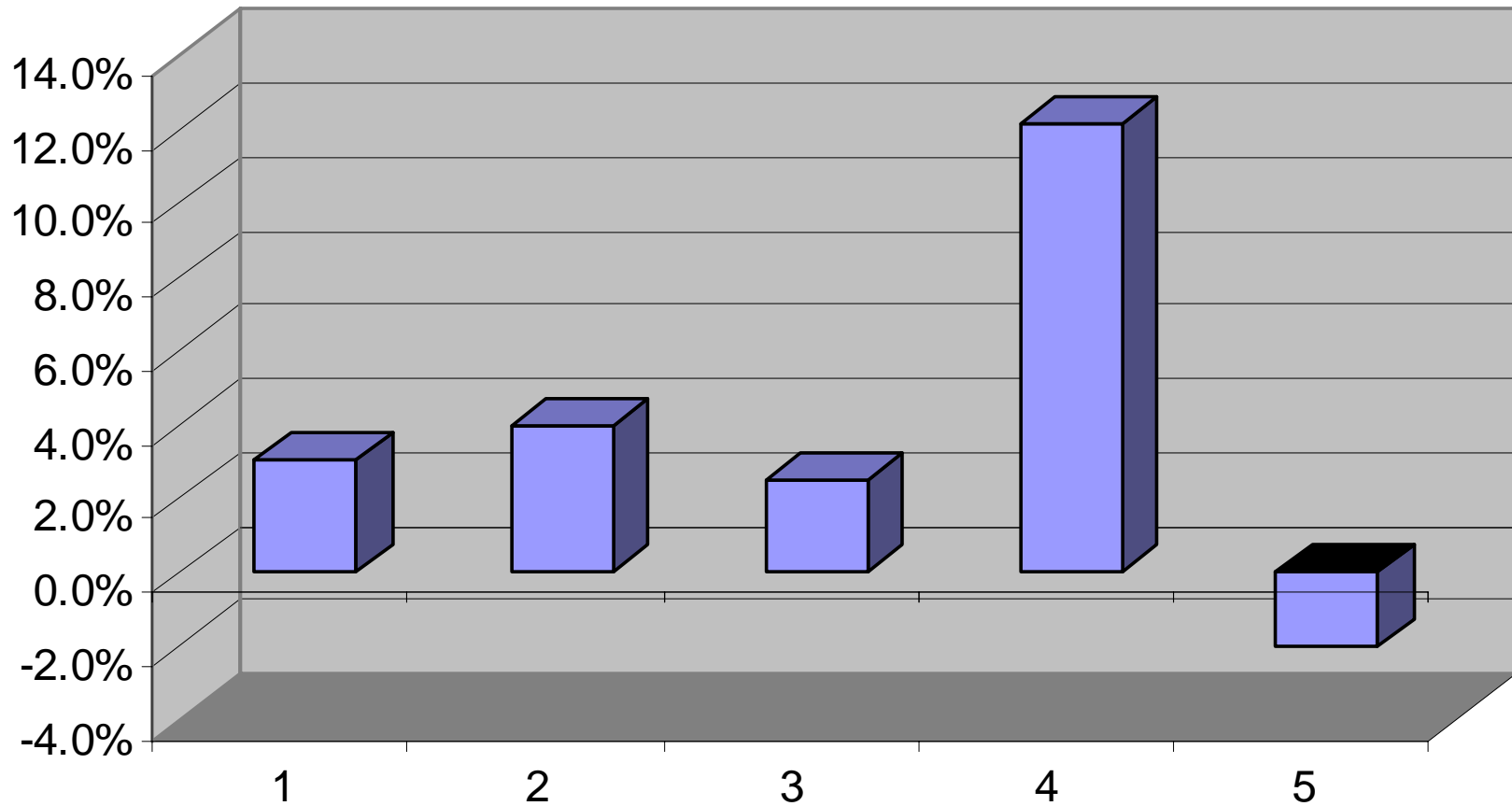
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## K-12 Student Enrollment

### % Change from 2002 to 2004



**Black**

**Asian/Pac.  
Isl.**

**Native  
American**

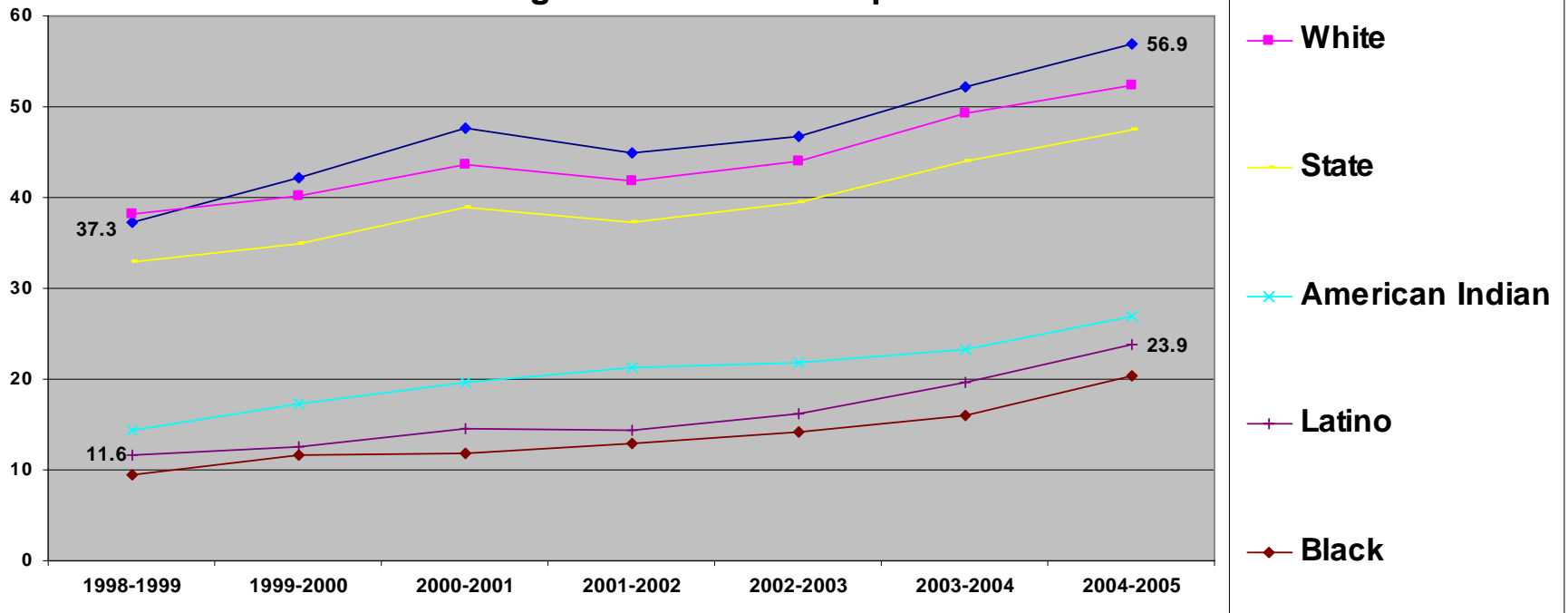
**Latino**

**White**

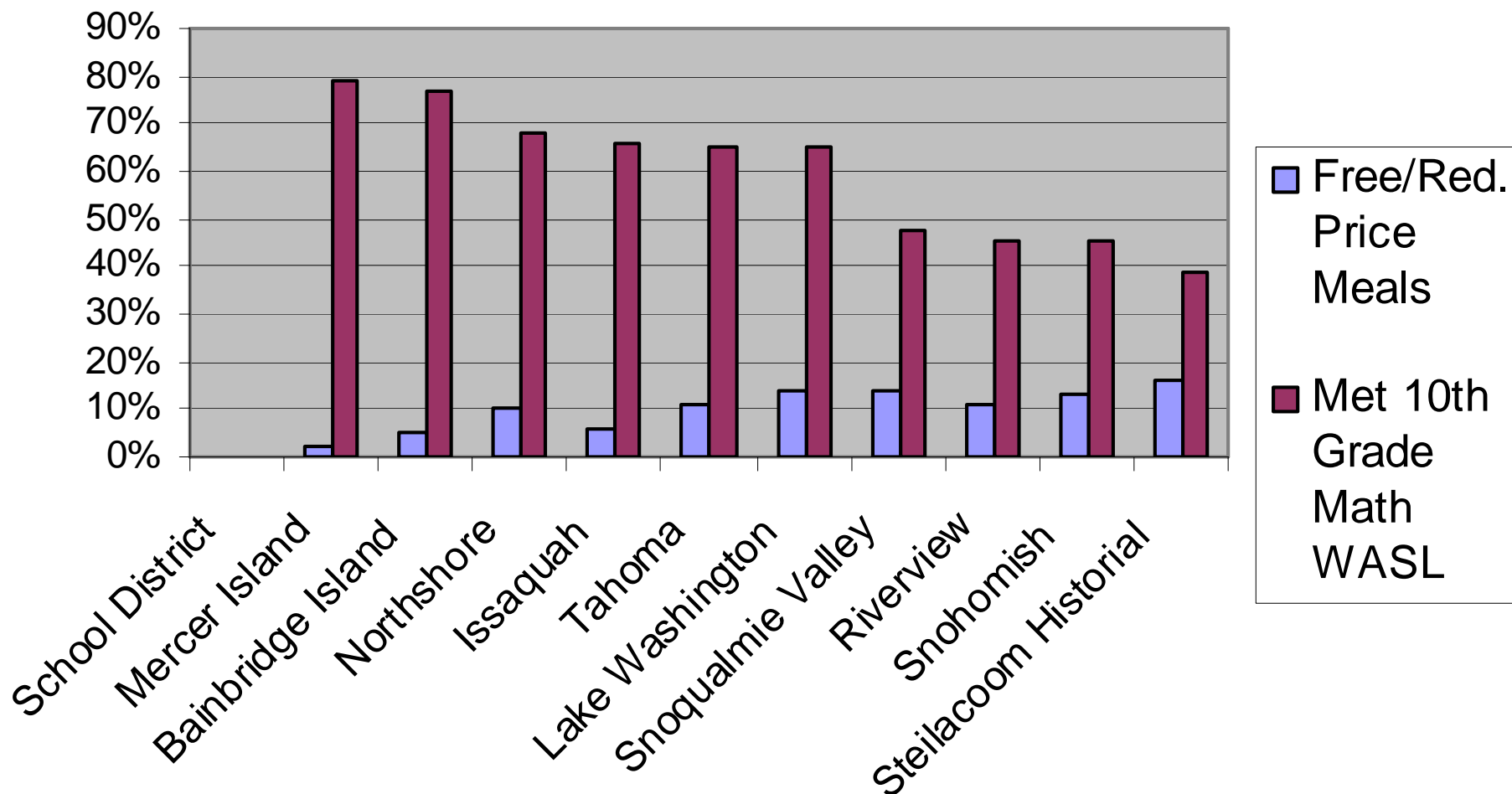
## *A changing workforce*

- Nationally, from **1980 to 2020**, the people of color in the workforce is projected to **double from 18% to 37%**, with Latinos **tripling from 6% to 17%**.
- During the same period, the white working age population is projected to **decline from 82% to 63%**.
- Source: Claiming Common Ground, Institute for Educational Leadership, National Center for Public Policy and Higher Education, The Stanford Institute for Higher Education Research

# **WASL 10th Grade Mathematics 1998-2005 Measuring the Achievement Gap**

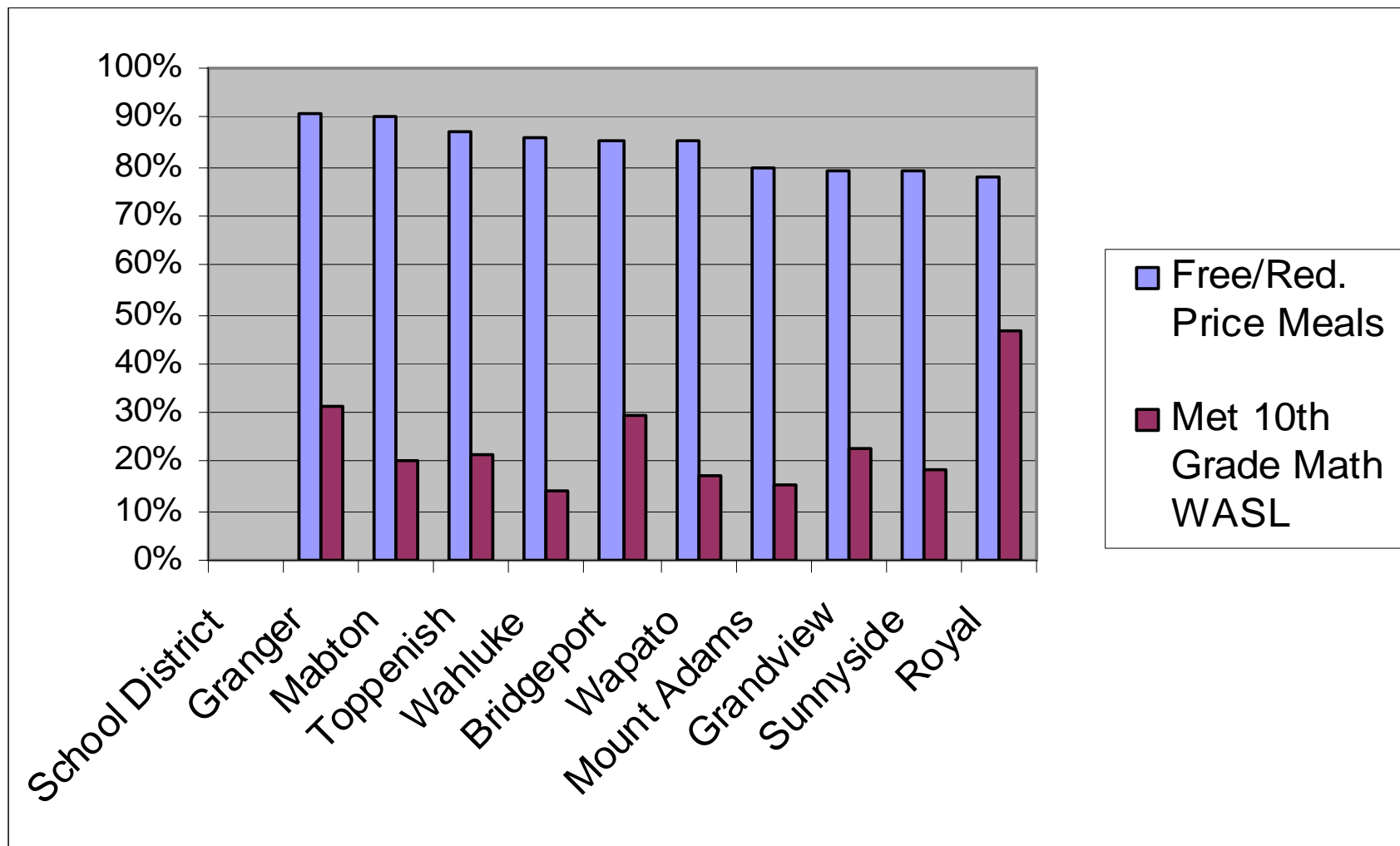


## Top 10 School Districts Meeting 2004-05 10<sup>th</sup> Grade Math WASL Standards (in districts with 500 or more students)

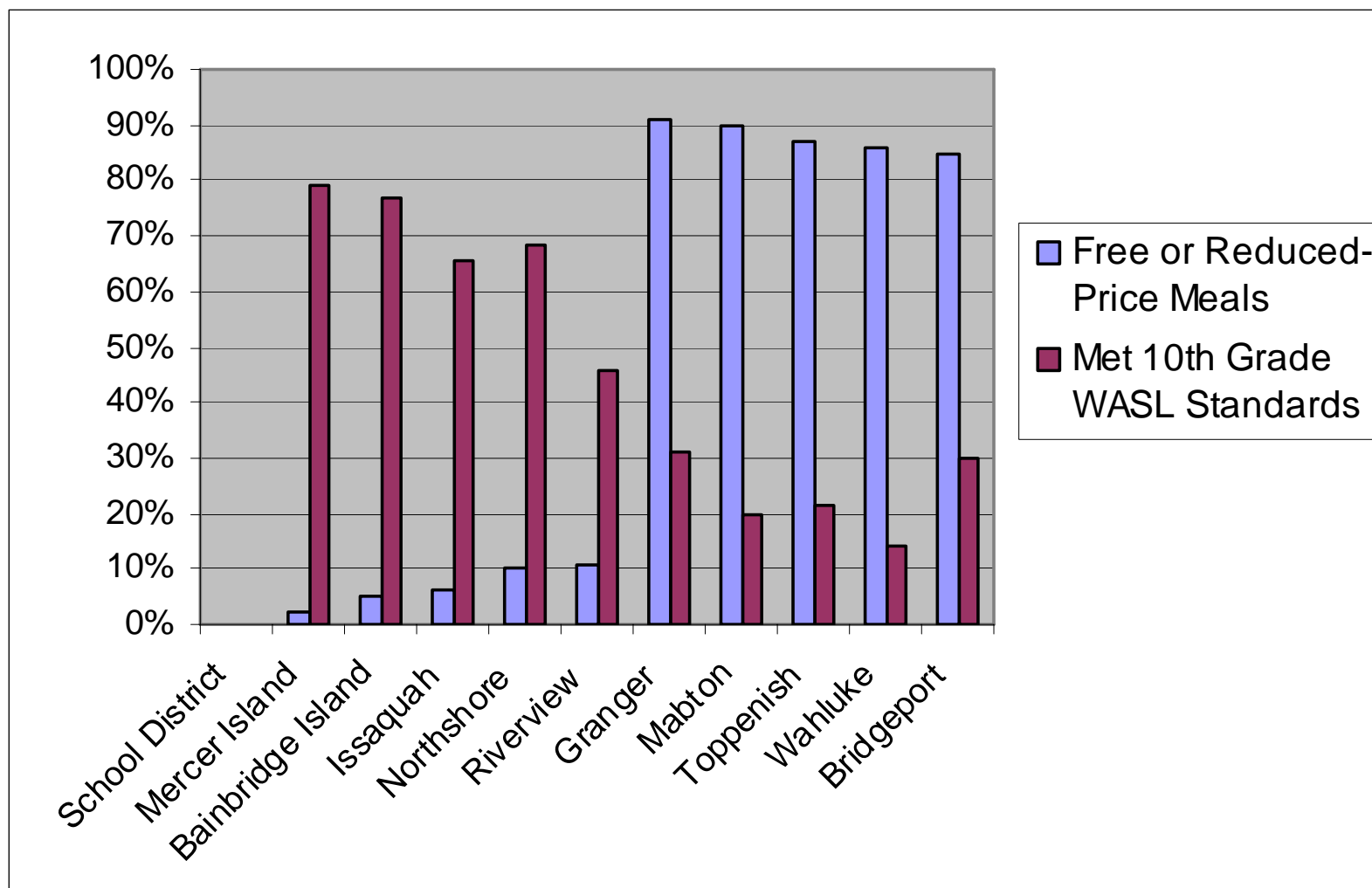




## 2004-05 School Districts with Highest Percentages of Free and Reduced-Price Meals (districts with 500 or more students)



## School districts with highest 2004-05 10th grade math WASL scores and school district with highest rates of free and reduced-price meals



## *Growing inequality in higher education*

- Highest achieving low-income students (78%) participate in postsecondary education at the same rate as bottom achieving high-income students (77%).

-- NELS: 88, Second (1992) and Third Follow up (1994); in, USDOE, NCES, NCES Condition of Education 1997 p. 64

- In the U.S., students in the poorest quarter of the population have an 8.6% chance of getting a college degree. Students in the top quarter have a 75% chance\*.

– David Brooks, Syndicated Columnist, NY Times, September 27, 2005

\* Citation: Thomas Mortensen, Pell Institute for the Study of Opportunity in Higher Education

## *Growing inequality in higher education*

- A child growing up in a family earning \$90,000 has a 1-in-2 chance of getting a college degree by age 24.
- A child in a family earning \$35,000 to 61,000 has a 1-in-10 chance.
- A child in a family earning under \$35,000 has a 1-in-17 chance.

Ross Douthat, Atlantic Monthly

## *Growing inequality in higher education*

- In the past two decades, public policies tilted in favor of merit-based scholarships, e.g., federal education tax breaks ballooned in the past decade and now on par with the entire \$11 billion Pell grant program.
- In the mid-70s, maximum Pell grant covered nearly 60% of total costs of higher education; today only 40%
- 20 years ago, the federal mix for education grant support for low-income students was 55% grants and 41% loans; today, the reverse--58% loans, 41% grants.

2004, Century Foundation, Left Behind: Unequal Opportunity in Higher Education

## *Growing inequality in higher education*

- “Today, the rich don’t exploit the poor, they just outcompete them. Their crucial advantage is not that they possess financial capital, it’s that they possess more cultural capital.”

-- David Brooks, Syndicated Columnist, NY Times, Oct. 9, 2005

## *Four pillars of cultural capital:*

- academic competence — college readiness
- practical competence — filling out applications, writing essays...
- social confidence — breaking down the barriers, bastions of privilege; few role models...
- economic confidence — who can fathom loans? jobs or school?

-- David Brooks, Syndicated Columnist, NY Times, Oct. 9, 2005

## *College Readiness*

### College Readiness Rates in 2002

	<u>WA</u>	<u>U.S.</u>
All	34%	34%
African American	22%	23%
Latino	22%	20%
White	38%	40%

Source: **Manhattan Institute**, Public High School and College Readiness Rates: 1991-2002



- In 2004, **55%** of high school students enrolled in a 2- or 4-year college within one year of graduation; of those, **37%** required remedial mathematics or English courses
- In 2004, **58%** of Latino students and **53%** of African American graduates enrolled in remedial coursework in college, compared to about **one third** of White (35%) and Asian (33%) graduates.
- Source: Office of Superintendent of Public Instruction, Washington State Graduate Follow Up Study, Class of 2004

## *Why College Readiness?*

"Unless we improve our national performance in higher education, we risk the future of our nation and people. When only 18 out of 100 entering ninth graders complete a college education within six years of starting college, that adds up to a great loss of talent on an individual level and on a national level."

-- **Charles Keating**, Co-chair, National Commission on Accountability in Higher Education, Former Governor of Oklahoma

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# Pre-Collegiate Programs

## **Federally funded programs**

- GEAR UP
- TRIO
  - Upward Bound
  - Talent Search
- Smaller Learning Communities

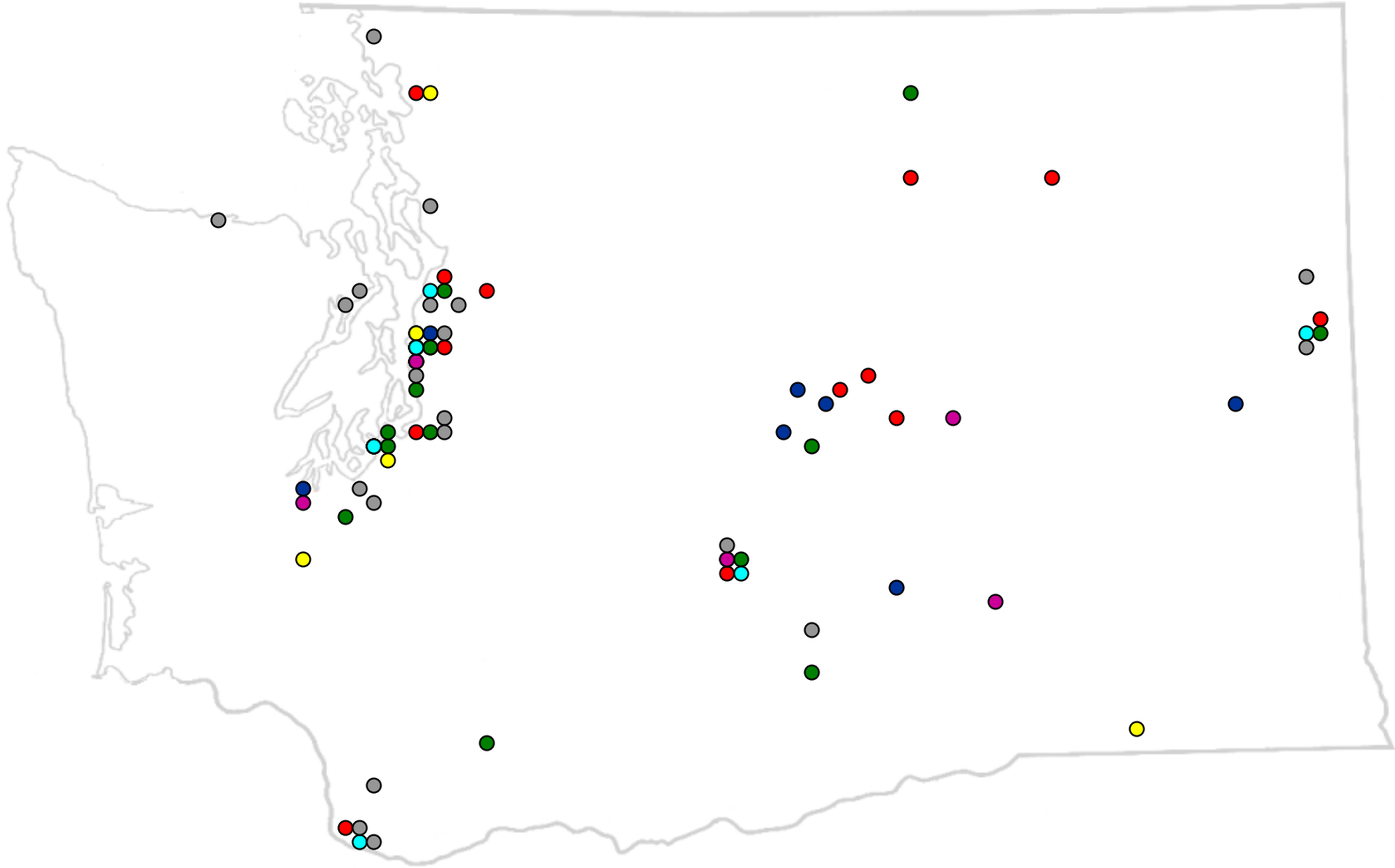
## **Washington Education Foundation programs**

- Achievers
- HEROS
- Governor's Foster Youth Scholarship

## **Others**

- MESA

# Pre-Collegiate Programs





# Federally Funded Programs

**GEAR UP**

**TRIO**

- Upward Bound
- Talent Search

**Smaller Learning Communities grant**



# GEAR UP

*Gaining Early Awareness and Readiness for Undergraduate Programs*

- **Year-round college awareness and preparation activities to students in middle and high schools**
  - works with students from low-income, minority families
- **Two kinds of GEAR UP projects:**
  - State GEAR UP program
  - partnership programs
- **HECB manages Washington State GEAR UP Program on behalf of the Office of the Governor**
- **Federally funded with state and local match**





## GEAR UP

- **Partnership Projects**
  - Nine programs
  - Serve 22,378 students
  - Funding: \$9.31 million/year
- **State Projects**
  - Serve 1,035 Scholars in 12 school districts
  - Work with WEF's Achievers and HERO programs
  - Fund UW's Summer Institute, Honors Academy and Collaborative for Instructional Development programs
  - Funding: \$3.5 million/year



# State GEAR UP Scholars Project

- Works with school districts to identify 7<sup>th</sup> grade students in 12 selected school districts
- Provides tutoring and mentoring services
- Plus after school and summer programs
- Offers college exploration and on-campus experiences
- Students receive scholarships upon successful participation



## Key Pre-Collegiate TRIO Programs

- Talent Search
- Upward Bound



# Talent Search

**The Talent Search program identifies and assists students from disadvantaged backgrounds who have the potential to succeed in higher education.**

- 7 Talent Search programs
- Focused on working with middle school students
- Serve 4,300 students
- Funding: \$1.8 million/year



# Upward Bound

**Key program component is a six-week on-campus experience for disadvantaged high school students**

- 12 Upward Bound programs
- Serve 885 students
- Funding: \$4.3 million/year



# Smaller Learning Communities

- Federally funded program targeting high schools enrolling 1,000 or more students and serving low-income families
- Purpose - create smaller learning environments and more personalized contacts to help disadvantaged students.
  - develop ninth grade “academies”
  - teacher advisory systems
  - adult mentoring programs
- Since 2001, **28 school districts** in Washington have received SLC grants.



# Washington Education Foundation

## Key programs:

- **Achievers Scholars**
- **HERO (Higher Education Readiness Opportunity)**
- **Governor's Scholarship** for foster youth



# Achievers Scholars Program

- Prepares 11<sup>th</sup> and 12<sup>th</sup> graders in high poverty schools for college through programs such as “Hometown mentors”
- Has served 3,830 students since 2001
- There are 16 Achievers high schools and feeder middle schools receive services
- Funded by Bill and Melinda Gates Foundation and the WEF with a goal of helping 5,000 students in 10 years





# HERO

## Higher Education Readiness Opportunity

- WEF Program
- Purpose - Increase number of males of color and other under-represented 8<sup>th</sup> – 10<sup>th</sup> grade students enrolling in four-year colleges
- Operates in 12 high schools and serves 400+ students
- Activities - leadership development, participate in UW's Honors Academy, participate in HERO Institute



# Governor's Scholarship For Foster Youth

- 95 scholarship recipients to date
- \$1,500,000 raised, to date, from private donors
- Annual retention rate about 85%



# Other Programs



# MESA Program

## **MESA: Mathematics Engineering and Science Achievement program**

- Purpose –build pathways for underrepresented minority and female students to careers in engineering and science
- Funded through state appropriations and private sector grants
- Participating students receive educational enrichment experiences and practical help needed to prepare for university-level studies in a variety of science and technology related fields.
- **MESA serves 5,000 K-12 students in 92 schools.**

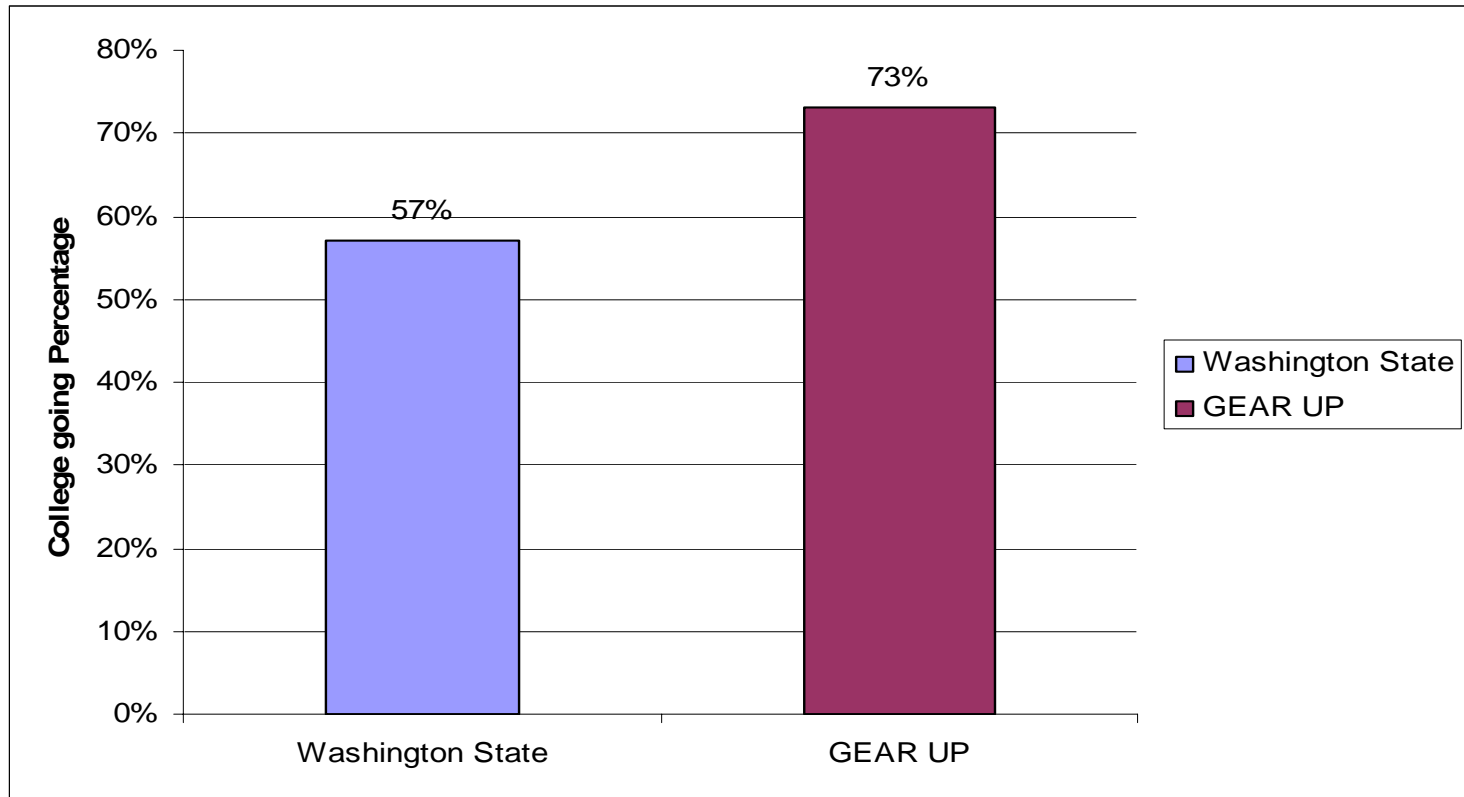


# GEAR-UP's Impact on College Enrollment Rates

Evidence that Pre-Collegiate Programs Work

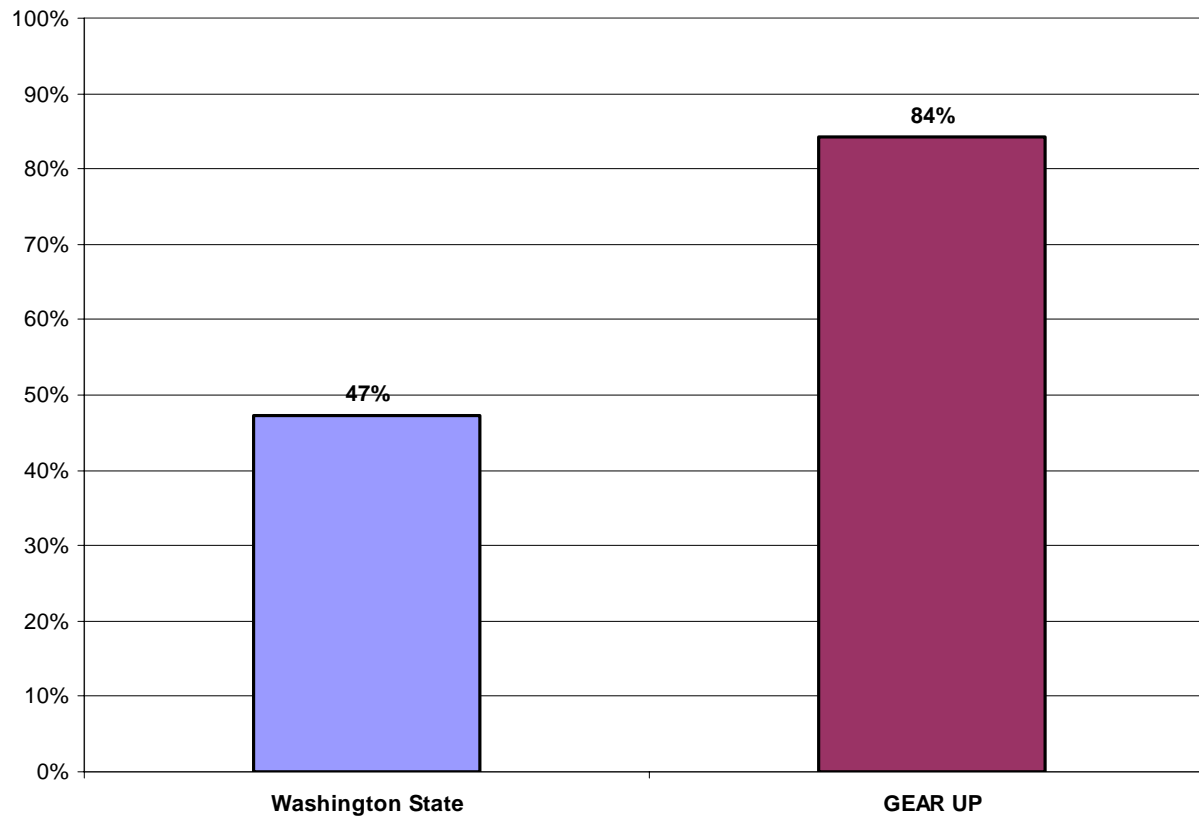


## GEAR-UP Students Enrollment in College compared to Non-Participants 2000-2004

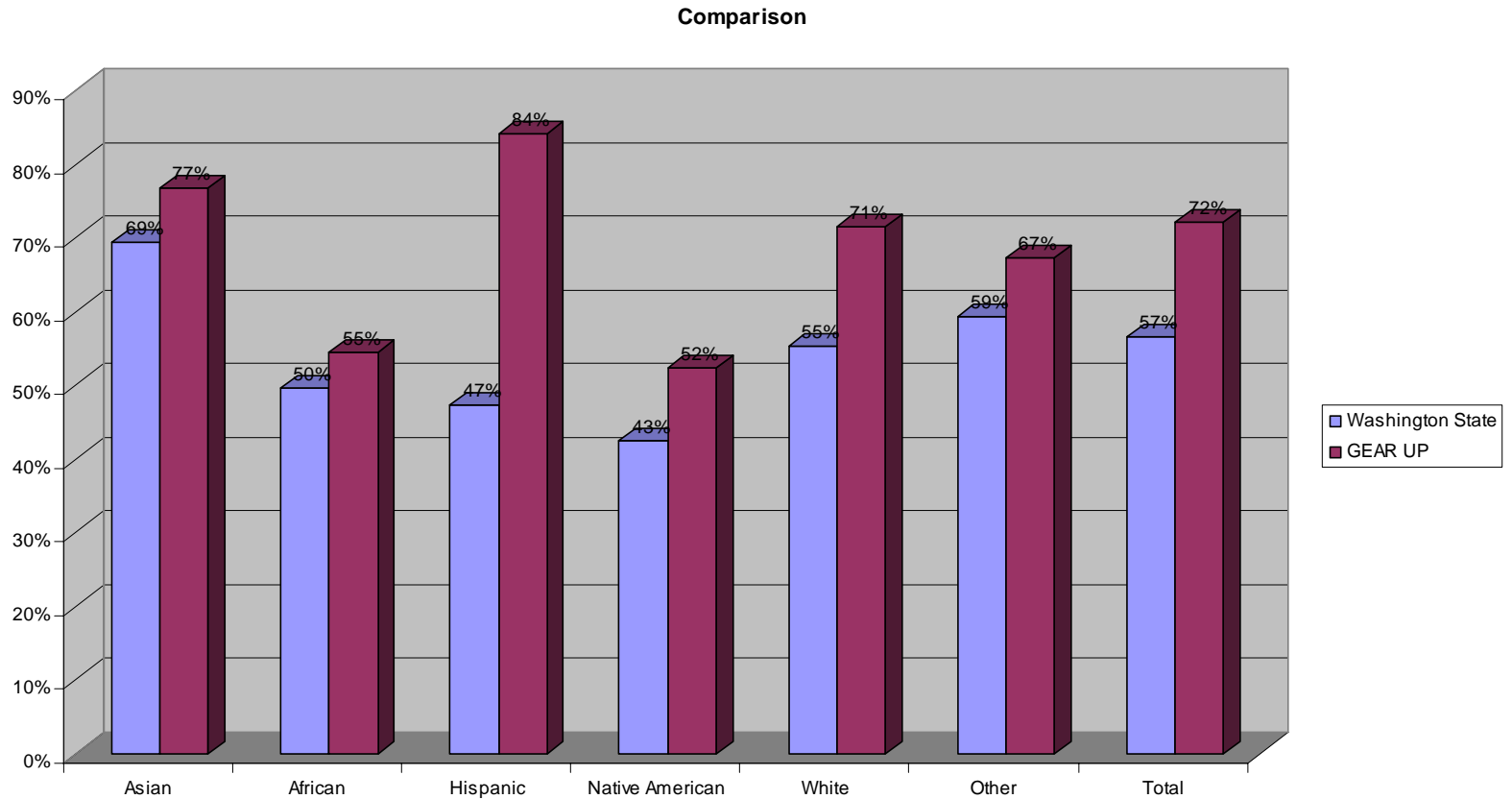




# Greatest Impact Has Been With Hispanic Students



# College-Going Comparison by Ethnicity/Race (2000 – 2004)







# Appendix:

## Location of Selected Pre-College Programs



# State GEAR UP Schools

Washington State GEAR UP Scholars Project (Participating School Districts)	Number of Students
Wenatchee	50
Okanogan	75
Vancouver	200
Wapato	100
Eastmont	100
Quincy	75
Inchelium	10
West Valley	100
Federal Way	100
Bellingham	100
Everett	75
Monroe	50
<b>Total</b>	<b>1035</b>



# Achievers High Schools

<b>Cleveland High School, Seattle</b>	<b>Mabton High School, Mabton</b>
<b>Clover Park High School, Lakewood</b>	<b>Mariner High School, Everett</b>
<b>Davis High School, Yakima</b>	<b>Mt. Tahoma High School, Tacoma</b>
<b>Foss High School, Tacoma</b>	<b>Stevenson High School, Stevenson</b>
<b>Foster High School, Tukwila</b>	<b>Tonasket High School, Tonasket</b>
<b>Kent Meridian High School, Kent</b>	<b>Truman High School, Federal Way</b>
<b>Kittitas High School, Kittitas</b>	<b>West Valley High School, Spokane</b>
<b>Lincoln High School, Tacoma</b>	<b>Yelm High School, Yelm</b>



# HERO Schools

School	HERO Applicants/Participants
Cleveland High School, Seattle	35
Clover Park High School, Lakewood	54
Davis High School, Yakima	42
Foss High School, Tacoma	46
Foster High School, Tukwila	83
Kent Meridian High School, Kent	56
Lincoln High School, Tacoma	22
Mabton High School, Mabton	37
Mt. Tahoma High School, Tacoma	41
Showalter Middle School, Tukwilla	7
Truman High School, , Federal Way	2
Washington Middle School, Yakima	8
Total:	433

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